



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
2d ENGINEER BRIGADE
724 POSTAL SERVICE LOOP #5000
JOINT BASE ELMENDORF-RICHARDSON, ALASKA 99505-5000



APVR-ENG-CO

26 September 2011

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Letter # 5 (Prevention of Sexual Harassment (POSH))

1. Reference:

- a. Army Regulation 600-20.
- b. USARAK CG Policy #0-05, Prevention of Sexual Harassment, dated 12 August 2010.

2. Purpose: The purpose of this memorandum is to set policy within the 2d Engineer Brigade regarding the importance of prevention of sexual harassment.

3. General: This policy applies to Soldiers, their Family members, civilian employees and contractors assigned or attached to or employed by the 2d Engineer Brigade and tenant organizations or activities.

4. Everyone has a right to work and live in an environment free from sexual harassment. Sexual harassment undermines mission performance and creates an environment that impairs morale and interferes in the work productivity of its victims and their co-workers. Anyone who is subject to acts of sexual harassment by supervisors or coworkers should make it clear that such behavior is offensive and unwelcome, and should immediately report the incident to the chain of command or through the appropriate complaint process. There is zero tolerance of sexual harassment in this Command.

5. The chain of command will normally resolve sexual harassment complaints at the lowest level possible. Other forums, however, are also available. Commanders will ensure that military personnel, their Family members, and Department of the Army (DA) civilians are aware of alternate reporting channels, including higher echelons in the Chain of Command, Equal Opportunity Advisors, Inspector General, Chaplains, Provost Marshal, medical agencies, Staff Judge Advocate and housing referral offices.

6. Military personnel, Family members, and DA civilians have the right to present their complaints to the command without fear of intimidation, reprisal or harassment. Every member of the chain of command will ensure that all complaints are protected from reprisal or retaliation. Commanders will take immediate action to conduct a thorough and fair investigation, and to deal with the incident appropriately.

7. Anyone in a supervisory or command position who witnesses an incident of sexual harassment must immediately take the appropriate action to correct the harassing behavior. Furthermore, commanders and supervisors who deliberately or negligently fail to correct such misconduct commit sexual harassment themselves by effectively condoning discriminatory behavior and will be dealt with accordingly.

8. Commanders, agencies, and complainants will follow the procedures outlined in Army Regulation 600-20, Army Command Policy, Chapter 7 and Appendix D, when filing sexual harassment complaints against a military member. Anyone needing assistance in filing a complaint may contact the installation or unit equal opportunity leader, or the 2d Engineer Brigade Equal Opportunity Office at 384-0730. Procedures for filing a sexual harassment complaint or an appeal to an EO grievance after duty hours, call the USARAK "EO HOT LINE" at 384-6340.

9. The point of contact for this memorandum policy is 2d Engineer Brigade Equal Opportunity Advisor @ (907) 384-0730.

THOMAS J. ROTH
COL, EN
Commanding

DISTRIBUTION:

2d Engineer Brigade Command Teams